McMinn County Board of Education
Five Year Plan
2014-2019

Vision: Providing all students a pathway to success

Mission: To educate all students to be successful in a global society by providing excellence in educators, programs, and environment.

Goal 1: Safe Learning Environment

Strategies:

- ✓ The Safety Committee shall conduct at least one assessment annually at each school. These assessments shall be filed in the office of the Director of Schools.
- ✓ Each school shall have a security plan which will require a buzz-in or identification prior to entry.
- ✓ Emergency management plan:
  - o Annually review and/or update emergency management plan.
  - o Leadership with knowledge in the National Incident Management System (NIMS).
  - o Fire and other emergency drills conducted at each school as required by NIMS.
- ✓ A security fence shall be provided for each school in 2014. These fences will allow a complete lockdown of the school in the event of any security threats.
- ✓ We shall prioritize Capital Outlay monies to be utilized for improvement of safety of the schools.
- ✓ An SRO officer shall be in place for McMinn and Central High Schools with attempts to identify revenue to provide increased SRO presence in K-8 schools (*we've added 1). Every effort will be made to work with the McMinn County Sheriff Department to improve security.
- ✓ All safety schematics for the individual schools shall be reviewed with E911 and security personnel annually. Any changes to the physical facilities shall be reported to these personnel.
- ✓ Security cameral shall be in place in critical areas of all schools and on all student transportation (buses). All new buses (*and older ones) will have front and rear cameras.
- ✓ All students will receive bus safety training yearly (means of egress from buses in the event of an accident).
- ✓ A growth plan will be established for the system to allow for facilities obsolescence and population shifts or increases.

Goal 2: Student Learning and Achievement

Strategies:

- ✓ Provide rigorous curriculum aligned with performance standards.
- ➢ Meet or exceed yearly progress or state/federal requirements for all students including student subgroup populations.
- ✓ Meet or exceed state requirements for graduation.
- ✓ Offer summer school remediation for at-risk students.
- ➢ Meet or exceed state average on ACT scores.
- ✓ Strive to achieve a student attendance rate of 96% for PreK-12.
- ✓ Continue successful implementation plan for transition to Common Core State Standards.
- ✓ Improve the graduation rate by at least 0.5%/year over the plan.
- ✓ Expand the AP and dual credit courses by 0.3%/year.
- ✓ Offer students the opportunity to "job shadow" with local industries. Solicit industrial support for the program with a job fair and internships as well as professional participation in the classroom.
- ✓ Continue to develop and implement RTI/2 plan for intervention and enrichment.
- ✓ Utilize the Tennessee Value-Added Assessment System (TVAAS) for monitoring teacher success and student performance.

Goal 3: Personnel

Strategies:

- ✓ Recruit exemplary educators.
  - o Offer salary incentives to fill hard to staff positions.
  - o Promote the employment of minority teachers.
  - o Recruit qualified male teachers for the K-6 grades.
- ✓ Retain exemplary educators.
  - o Administer and analyze the TELL Survey.
  - o Utilize the Tennessee Value-Added Assessment System (TVAAS) for monitoring teacher success and student performance.
- ✓ Develop exemplary educators
  - o Provide Embedded and ongoing Support and Professional Development through the Instructional Coaching Program to continually increase Teacher Effectiveness.
  - o Continue to provide targeted Professional Development opportunities through local, state, and regional resources.
- ✓ Monitor student/teacher ratios.
- ✓ Employ a full time Attendance Supervisor
- ✓ Strive for competitive salary and benefit structure for personnel.
- ➢ Increase staffing as funding is available, such as: Assistant Principal at each school (*3 elementary schools share an Assistant Principal), a Guidance Counselor at each school, a fourth Guidance Counselor at McMinn High, a System Wide Speech Therapist, and other support personnel.
- ✓ Provide training and communication to support staff to increase their level of professional performance.

Goal 4: Fiscal Stability

Strategies:

- ✓ Focus expenditures on instruction.
  - o Maintenance of instructional expenditures at 75%.
- ✓ Exercise sound fiscal practices.
- ✓ Utilize forecasting tools to communicate future needs.
- ✓ Monitor and amend budgets based on actual revenues and expenditures.
- ✓ Communicate budget requirements to elected officials for their review and approval.
- ✓ Provide financial reports on a monthly basis.
- ✓ Make aggressive efforts to obtain outside sources of revenue. (*grants: Denso: CTE Equipment, Read to be Ready, Summer grants, Sped grants)

Goal 5: Family and Community Engagement

Strategies:

- ✓ Expand avenues of and identify gaps in two-way communication using texting, e-mails, and other social media, such as Facebook and Twitter.
- ✓ Offer parents training utilizing computer labs at the Center and the district learning labs.
- ✓ In addition to individual schools' Parent Engagement activities, continue to develop Family Engagement activities (involve other community leaders, businesses, ets.).
- ➢ Employ a Family Engagement Coordinator/PR Coordinator (*Wheatie Morgan).
- ✓ Provide greater emphasis for students receiving honors diploma and/or class distinction diplomas.

Goal 6: Technology

Strategies:

- ✓ Identify and provide technologies that allow every student to access and demonstrate new knowledge and skills.
- ✓ Continue to expand the implementation of the newest technologies in the schools, such toward E-textbooks, classroom tablets, Distance Learning, etc.
- ✓ Along with the system STEM Coordinator, support the implementation of new technologies with professional development using the labs at the Center.
- ✓ Offer after-school classes to students that involve classes not offered during the regular school day, i.e. Distance Learning, productive search techniques, best uses for iPads or other tablets in the educational process, etc.
- ➢ Employee a STEM Coordinator (*Jill Pierce).

Goal 7: Health, Wellness, and Life Skills

Strategies:

- ✓ Promote physical activity opportunities every day for:
  - All students
  - All faculty
  - All administrators
  - All employees
  - System wide participation throughout the day depending on the grade or group
- ✓ Promote health, mental and emotional wellness lessons as to nutrition, and exercise throughout the day, system wide, created and presented using multiple resources.
- ✓ Continue to meet state mandates of 90 minutes of physical activity per week for students.
- ✓ Increase participation in school nutrition program to promote healthy eating habits.
- ✓ Involve students in activities that will teach them to act appropriately and responsibly in the management of personal affairs, to better handle problems and questions commonly encountered in daily human life.
  - Personal Financial Responsibilities
  - Personal Relationships
  - Community Involvement
  - Social Media

Goal 8: Natural Environmental

Strategies:

- ✓ Promote and sustain sound environmental practices.
- ✓ Decrease paper/printing costs through the use of iPads/computers.
- ✓ Decrease postage costs through the use of the webpage/Dropbox.
- ✓ Develop a recycling plan to decrease waste disposal costs.
- ✓ Conduct a utility audit at each school based on energy usage versus square foot area. Utilize the date to develop an energy efficiency plan.
- ✓ Evaluate current bus routes for potential energy savings.
- ✓ Explore the use of Electronic Textbooks.